

# PwC Saratoga® Benchmarking Hospital Consortium Membership



**PwC Saratoga Benchmarking brings workforce data to the hands of business leaders to help you make informed talent decisions.**

Our PwC Saratoga benchmarking program analyzes **talent trends** in the market. You will have access to a **community forum** for examining unique challenges and sharing ideas with others regarding key workforce topics.

Our Benchmarking Survey measures **300+ metrics** related to areas such as organizational effectiveness, turnover, staffing efficiencies, and HR costs and structures – comprising the **largest database** of workforce-related benchmarks across industries.

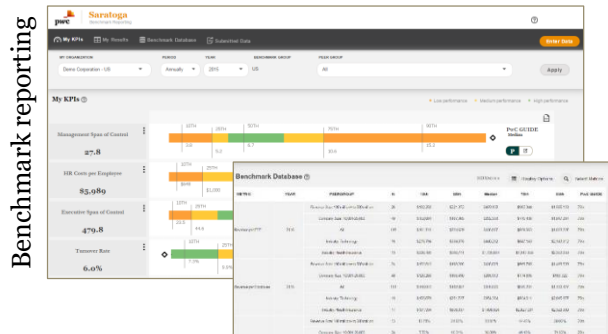
## Join the Revolution: HRIS Workflows!

Using de-identified employee-level data files exported directly from your HRIS solution, our new Saratoga HRIS Workflows will **automatically calculate your results**. These workflows can enable us to provide additional benefits, such as:

- Monthly/quarterly benchmarks
- Benchmarks for a detailed job architecture
- Benchmarks by operating location
- Benchmarks by geography e.g., metro area

And all of this will be delivered with **little effort** for your team!

## Saratoga online tool

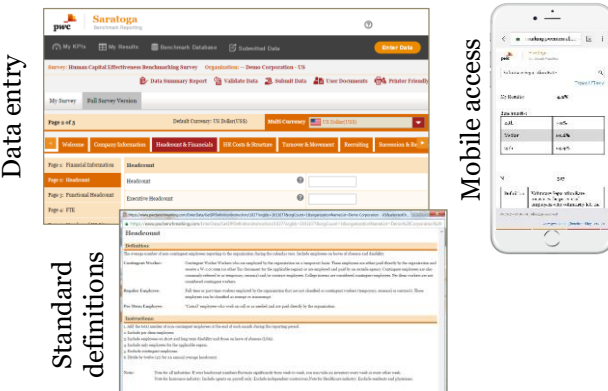


## Sample metrics

- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Manager Span of Control
- Bedside Nurse Turnover Rate
- Bedside Nurse Vacancy Rate
- Bedside Nurse Voluntary Separation Rate
- Cost per Hire (Excluding Relocation)
- Ethnically Diverse Employee Voluntary Separation Rate
- First Year of Service Turnover Rate
- HR Costs per Employee
- HR Headcount Ratio
- Labor Cost per FTE
- Mobility Rate
- Overtime Pay Percent
- Physician Average Tenure
- Promotion Rate
- Time to Start
- Vacancy Rate
- Voluntary Separation Rate

## Sample members

- Carolinas HealthCare System
- Children's Health System of Texas
- City of Hope
- Cleveland Clinic
- Geisinger Health System
- Indiana University Health
- Mayo Clinic
- Moffitt Cancer Center
- NewYork-Presbyterian Hospital
- Ohio Health Corporation
- Saint Francis Health System
- Saint Luke's Health System
- Southern Ohio Medical Center
- Sutter Health
- Texas Children's Hospital
- Texas Health Resources
- Valley Health System
- Winthrop-University Hospital



Take advantage of our **HRIS Workflows and user-friendly online tool** to submit data based on our **standard definitions** and view comparisons of your results against benchmarks.

**Peer group comparisons** provide you with the ability to evaluate your organization's performance against others – based on attributes such as industry, headcount size, and revenue size.

# Participate in an industry benchmarking survey covering 300+ metrics at a discounted price for ASHHRA members



## Benefits of your Saratoga membership include:

- Participation in the annual hospital HR/workforce benchmarking survey, focusing on over 50 hospital-related metrics
- Industry-leading benchmarking services, reports, and data specific to the hospital industry
- Standardized instructions for each data element
- PwC Saratoga's proprietary web-based data collection and reporting tool and HRIS Workflows for easy data entry
- Participation in PwC's Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Experts and resources to support your data collection and reporting questions



## PwC Saratoga Benchmarking Program

Participate in the PwC Saratoga US benchmarking survey and receive standardized scorecards and reports



## Industry Consortia

Participate in a consortium focusing on a sector such as hospitals, utilities, insurance, banking, consumer packaged goods, pharmaceuticals, and semi-conductors



## 'Next Gen' Metrics

Metrics addressing topics relating to the future of work e.g., digital experience, well-being, gig economy, employee impact, social network platforms



## Answers on Demand

Launch mini research projects that are personalized and will help you answer unique talent management question



## Surveys on Demand

Create at least one pulse survey of member organizations each year



## Contact us to discuss becoming a Saratoga® Benchmarking Member!

Inquire to learn more about our other services such as dashboards, HR assessments, workforce surveys, advanced talent/predictive analytics, and people analytics capability development

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